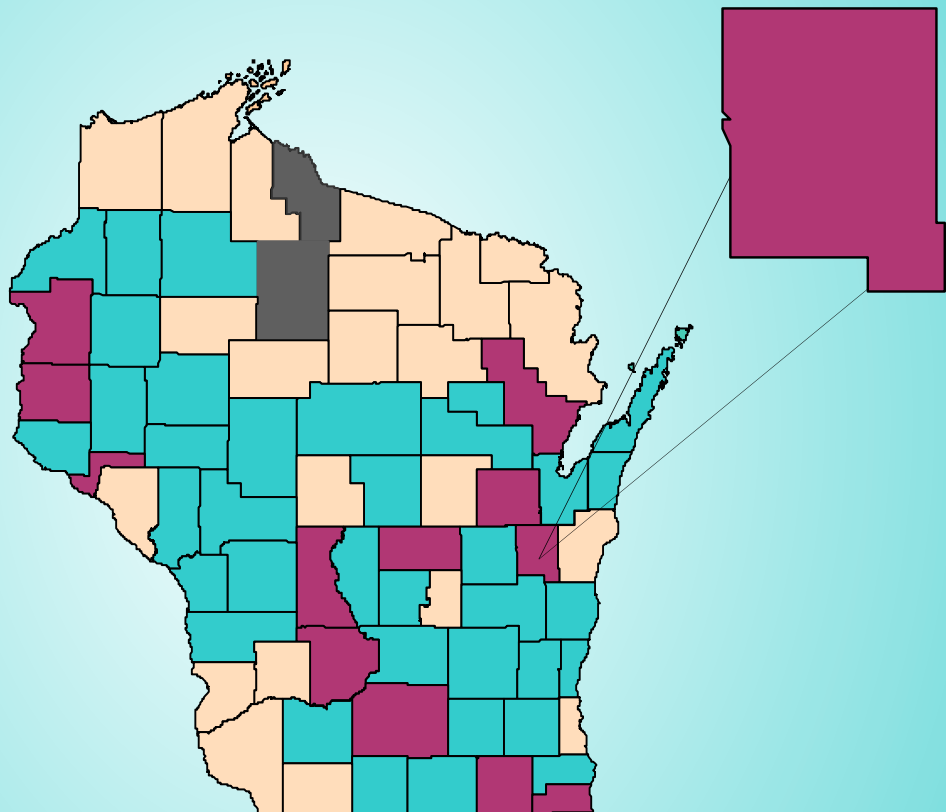


Calumet County Workforce Profile

Projected population growth from 2000 to 2020



Source: Wisconsin Department of Administration, Demographic Services Center.
Statewide population growth is projected to be 13.9 percent from 2000 to 2020.



County Population

Calumet County's population growth rate continued to outperform the nation and the state in 2002. Since the 2000 Census, the county's population has grown at an estimated 4.6 percent. This was over 250 percent of the state's growth rate. The county is one of the fastest growing in the state. Since 2000 the county has increased by 1,866 residents. This follows a decade in which it experienced an impressive 16.9% growth rate, adding roughly 5,700 new residents, a growth rate nearly double that of the state. Calumet County is part of the Appleton-Oshkosh-Neenah, Wisconsin Metropolitan Statistical Area (MSA), as defined by the United States Bureau of Economic Analysis.

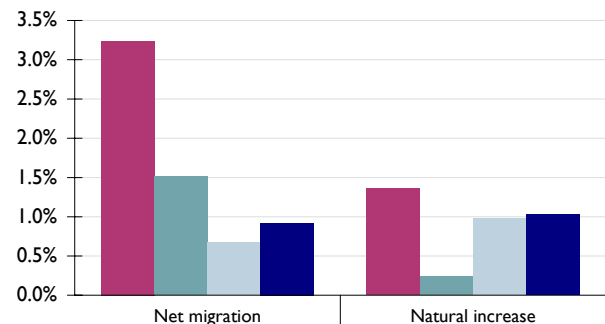
Population growth comes from two sources. One is natural increase, which is the number of births minus deaths. The other source of population increase is from net migration. This counts the number of residents moving into the area and subtracts the number of residents that move out of the county. During the last two years, just over 70 percent of the increase in the county's population has come from new residents moving to Calumet County. This is quite different than metro areas within the state and the state itself. Only 56 percent of the state's population growth came from net migration while 44 percent came from natural increase. In many cases, the lower percent of population growth from natural increase is due to

Total Population

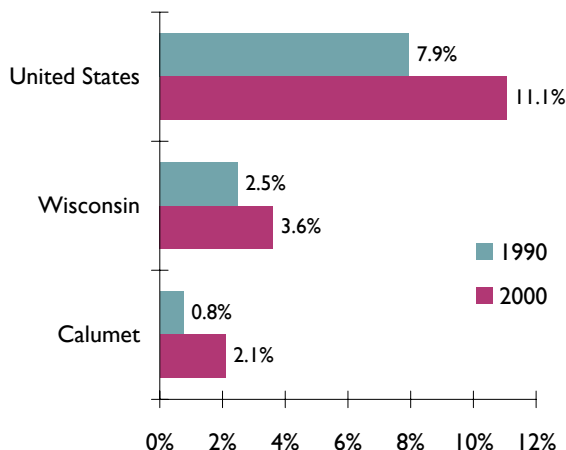
	April 2000 Census	January 1, 2002 estimate	Percent change
United States	281,421,906	286,923,000	2.0%
Wisconsin	5,363,701	5,453,896	1.7%
Calumet County	40,631	42,497	4.6%
Largest Municipalities			
Appleton, City*	10,974	11,222	2.3%
Harrison, Town	5,756	6,688	16.2%
Chilton, City	3,708	3,764	1.5%
New Holstein, City	3,301	3,322	0.6%
Brillion, City	2,937	2,963	0.9%
Sherwood, Village	1,550	1,804	16.4%
New Holstein, Town	1,457	1,492	2.4%
Brillion, Town	1,438	1,484	3.2%
Brothertown, Town	1,404	1,411	0.5%
Stockbridge, Town	1,383	1,402	1.4%

* Calumet County portion only

Net migration and natural increase



Share of Foreign-born Residents



Source: Wisconsin DOA, Demographic Services Center & US Census Bureau

an older population that is past child bearing years, so the area must rely on migration for continued growth. This does not seem to be the case in Calumet as it has above average overall growth in both net migration and natural increase.

Calumet County is one of the more fortunate areas the state when viewing the table above. Looking at
(Continued on page 2)

Source: US Dept. of Commerce, Census 2000, Summary file-4, QT-P14

Calumet County Workforce Profile

Population Projections by Age Groups in Calumet County

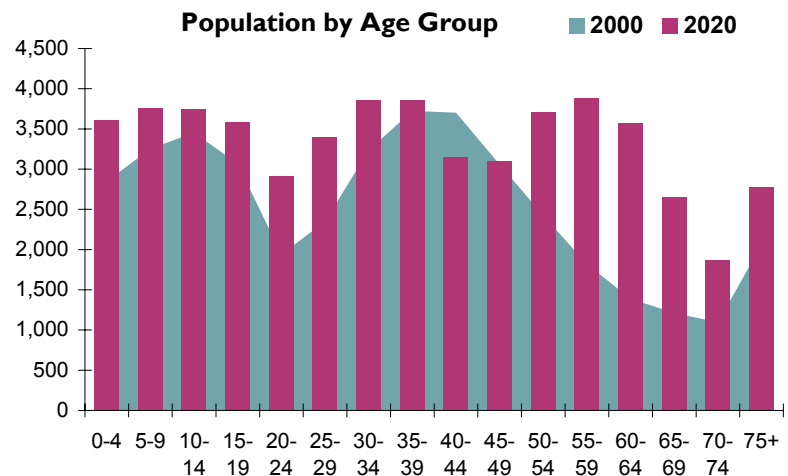
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75+
2000																
Male	1,446	1,704	1,734	1,524	1,043	1,176	1,612	1,903	1,849	1,555	1,238	930	701	557	538	801
Female	1,400	1,550	1,719	1,542	897	1,175	1,623	1,821	1,853	1,503	1,187	890	686	656	556	1,262
2005																
Male	1,543	1,808	1,829	1,683	1,266	1,275	1,376	1,756	1,979	1,904	1,591	1,231	884	631	486	915
Female	1,486	1,755	1,669	1,633	1,302	1,169	1,349	1,747	1,897	1,886	1,511	1,169	865	649	604	1,334
2010																
Male	1,560	1,844	1,902	1,761	1,385	1,531	1,494	1,498	1,820	2,031	1,946	1,573	1,165	792	549	944
Female	1,504	1,786	1,852	1,575	1,368	1,656	1,345	1,455	1,820	1,925	1,887	1,480	1,131	813	595	1,411
2015																
Male	1,666	1,821	1,926	1,818	1,437	1,680	1,759	1,617	1,544	1,859	2,066	1,914	1,482	1,040	687	1,008
Female	1,608	1,768	1,871	1,731	1,305	1,734	1,857	1,439	1,506	1,833	1,909	1,833	1,420	1,055	740	1,448
2020																
Male	1,842	1,902	1,901	1,841	1,484	1,742	1,923	1,892	1,667	1,580	1,898	2,035	1,807	1,327	906	1,172
Female	1,773	1,853	1,851	1,746	1,432	1,660	1,935	1,971	1,489	1,516	1,816	1,853	1,759	1,326	962	1,612

Source: Wisconsin Dept. of Administration, Demographic Services, October 2003

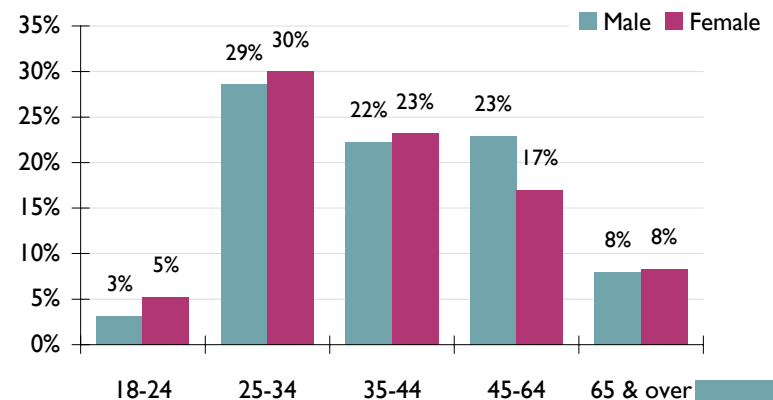
the year 2020, the age group 60 to 64 is smaller than the age group of 15 to 19. This is important in the continuance of a viable labor force. Many county's are looking at the potential pool of workers beginning to dwindle by and even before 2015 when the number of workers nearing retirement age will exceed the number of workers of beginning workforce age.

By the year 2020, the county's population will be fairly well balanced through most of the age groups of the labor force. This will at least assure that the population will be able to sustain a constant level in the labor force replacing workers that leave. This is usually a key element when companies look at business expansion or relocation.

The percent of the population in the county with a bachelor's degree or higher is slightly lower than the state average. This could affect the recruitment of businesses that require this type of worker, as they often have a tendency to locate where the workers are. It should be noted that there is a higher percent of women with a bachelor's degree than men under the age of 44. This is consistent with current trends. Nearly 65 percent of college graduates in the state and nation are women.



Percent of age group with at least a Bachelor's degree in Calumet County



Source: US Dept. of Commerce, Census 2000, Summary file 4, QT-P20

Labor Force Characteristics

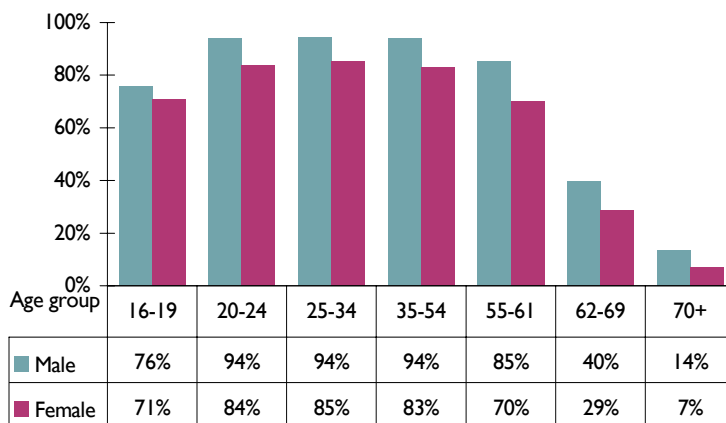
The labor force is the sum of those employed and unemployed *that have actively sought work in the last month*. **A Labor Force eligible must be 16 years or older and not a member of an institutional population** such as a prison or an armed forces member living on a military base. The term “unemployed” does not necessarily include all people who are not working. For example, those who are retired or choose not to work are not considered unemployed.

The participation rate of the labor force in a county or state refers to the percent of labor force aged residents that are attached to the labor force either through employment or in search of work. The participation rate gives some idea of the availability of jobs and also the reserve labor pool of the area. The participation rate for the State of Wisconsin has ranked in the top five of the nation for over ten years now. The current participation rate for the state is 73 percent, compared to the national average of 66.9 percent. The participation rate in Calumet County is the second highest in the state at 85.4 percent. The highest rate in the state is Calumet’s neighbor, Outagamie County at 86 percent.

Participation rates not only vary between counties, but also by age and gender. Women have had the greatest change in their participation rate over the last half century, rising from about 50 percent to near that of the male population. Generally participation rates peak for both men and women between the ages of 20 and 54. Before this period many individuals opt to remain full time students, and after age 54 workers start to retire. Retirements are usually most noticeable in the participation rates beginning at age 62. Although this may change somewhat in the future as the eligibility age for social security moves to a later period in life and with longer life expectancy and better health in the older population, some are beginning to work longer. Although this work extension is not always in their primary occupation, but in the form of less stressful and part-time employment.

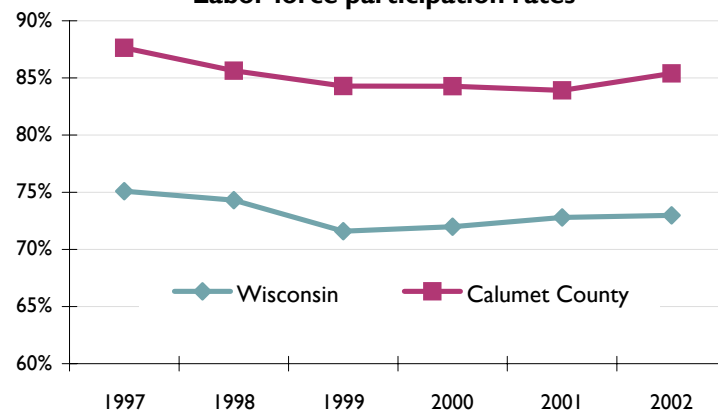
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Calumet Labor Force Participation by Age & Sex in 2000



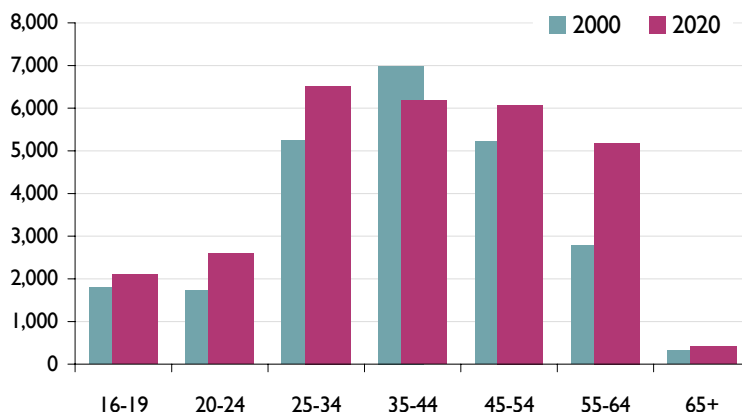
Source: US Dept. of Commerce, Census 2000, Summary file 4, PCT-79

Labor force participation rates



Source: WI DWD, Office of Economic Advisors, 2003

Labor Force by Age in 2000 & 2020 in Calumet County



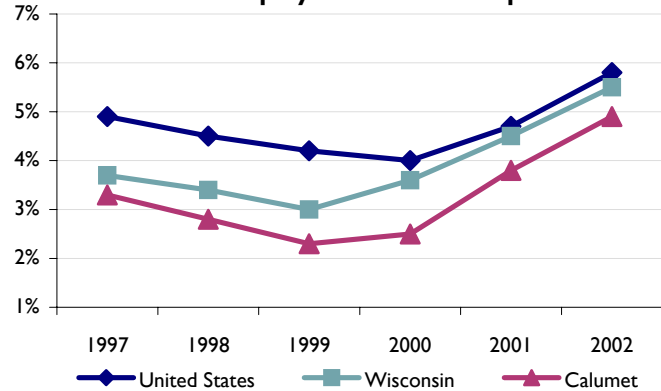
Source: DWD, Office of Economic Advisors, US Census, SF-4 (PCT-79), WI Demographic Services

Calumet County Workforce Profile

The labor force seems to be able to replenish itself through 2020, although there is the possibility that a diminishing labor force in the county may occur at a later time. This may be offset if population growth continues at its current rate during the next 20 years.

The labor force in the county has continued to grow, despite the recent downturn in the national economy. However, employment has only grown at half this pace during the same time, resulting in nearly twice as many unemployed than in 2000.

Unemployment Rate Comparison



Calumet County Civilian Labor Force Data

	1997	1998	1999	2000	2001	2002
Labor Force	25,081	25,098	24,682	25,882	26,844	27,009
Employed	24,255	24,407	24,124	25,230	25,837	25,674
Unemployed	826	691	558	652	1,007	1,335
Unemployment Rate	3.3%	2.8%	2.3%	2.5%	3.8%	4.9%

Source: WI DWD, Bureau of Workforce Information, LAUS program, 2003

Occupations in demand

Most of the fastest growing jobs in the region require either an associate or bachelor's degree. This is quite different than the jobs that expect the most openings in area. The two lists are also quite different in the wages.

Although there are fewer opportunities for the fastest growing occupations, they offer substantially higher wages in the area, and for the most part are very transportable to other regions of the state and country.

Many of the fastest growing occupations have a smaller base of positions in the area, so small growth will be a large percent of the field, while most of the occupations with most openings are already occupations with a large number of jobs in the area, so it is more difficult to maintain a high growth rate. One other major difference between the two lists is that the fastest growth measures only new positions, while the list with most openings contains both new openings as well as openings created by workers leaving the occupations.

Fox Valley Region Occupation Projections: 2010

	Top Ten Occupations	Education & Training Typically Required*	Average Wage**
Fastest Growth	Computer Support Specialists	Associate degree	\$19.11
	Desktop Publishers	Postsecondary voc. trng	\$16.74
	Medical Records/Health Info Techs	Associate degree	\$10.98
	Computer Software Engrs Apps	Bachelor's degree	\$31.19
	Network/Computer Systems Admin	Bachelor's degree	\$25.09
	Personal and Home Care Aides	1-month or less training	\$8.33
	Medical Assts	1-12 mo. on-the-job training	\$11.21
	Network Sysms/Data Comm Anal	Bachelor's degree	\$14.09
	Social/Human Service Assts	1-12 mo. on-the-job training	\$11.62
	Fitness Trainers/Aerobics Instruct	Postsecondary voc. trng	\$9.90
Most Openings	Comb Food Prep/Serv Wrk/Incl Fast	1-month or less training	\$7.37
	Retail Salespersons	1-month or less training	\$10.25
	Cashiers	1-month or less training	\$7.62
	Waiters/Waitresses	1-month or less training	\$6.96
	Registered Nurses	Bachelor's degree	\$20.72
	Labrs/Frght/Stock/Matrl Movers/Hand	1-month or less training	\$9.91
	Janitors/Cleanrs Ex Maids/Hskpng	1-month or less training	\$9.32
	Office Clerks/General	1-month or less training	\$10.62
	Stock Clerks/Order Fillers	1-month or less training	\$9.88
	Nursing Aides/Orderlies/Attendants	1-month or less training	\$9.44

* The most common way to enter the occupation, not the only way

** Wages from Occupation Employment Statistics survey responses for region, 2001
Fox Valley WDA includes Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara and Winnebago counties.

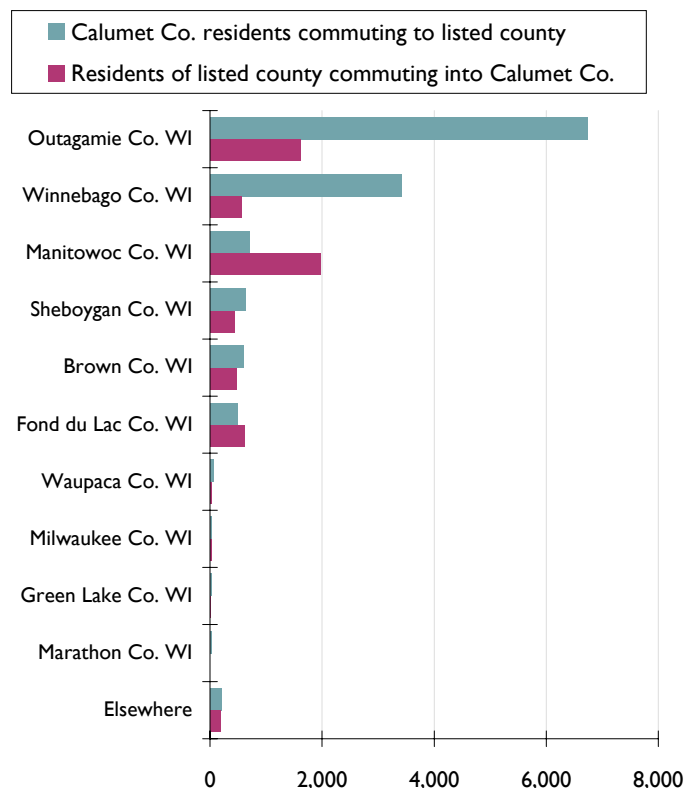
Source: WI DWD, Bureau of Workforce Information, 2002

County Commuting Patterns

Most county's have a portion of workers that either enter the county for work, or leave the county for work. The reasons for this are numerous. Some examples are quality of life issues, housing costs, or availability of jobs. Most of Calumet County is fairly rural with the exception of the part of the county that includes the Appleton area. Generally large cit-

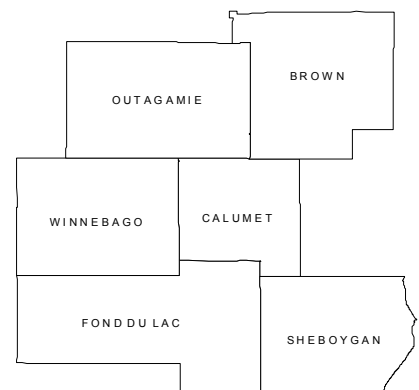
ies such as Appleton provide employment opportunities and because of their size also create additional jobs. This, as well as the possibility of additional living space, may be part of the reason that Calumet County is a net exporter of workers.

In the course of getting to their jobs nearly 18,900 workers move in and out of Calumet County on a regular basis. The majority of them leave the county for work. Based on the 2000 Census, over 7,000 more workers leave the county than enter it for employment. The primary destination is Outagamie County, which includes the remainder of the City of Appleton. Over 5,100 commute to Outagamie and another 2,900 commute to Winnebago County. The two counties that have more workers coming to Calumet are Manitowoc County and Fond du Lac County. Many of these workers are employed in the Kiel, Chilton and New Holstein area. However, the number of workers coming from Fond du Lac are fairly low at 120. Over 1,200 workers commute from Manitowoc County into Calumet.



	Calumet Co. residents commuting to listed county	Residents of listed county commuting into Calumet Co.	Net gain or loss of workers
Outagamie Co. WI	6,739	1,611	-5,128
Winnebago Co. WI	3,423	570	-2,853
Manitowoc Co. WI	713	1,968	1,255
Sheboygan Co. WI	632	433	-199
Brown Co. WI	598	467	-131
Fond du Lac Co. WI	494	614	120
Waupaca Co. WI	69	30	-39
Milwaukee Co. WI	33	23	-10
Green Lake Co. WI	30	8	-22
Marathon Co. WI	24	not avail.	not avail.
Elsewhere	207	188	-19

Source: US Dept. of Commerce, Census 2000, County-to-county worker-flow files



Industry Employment -

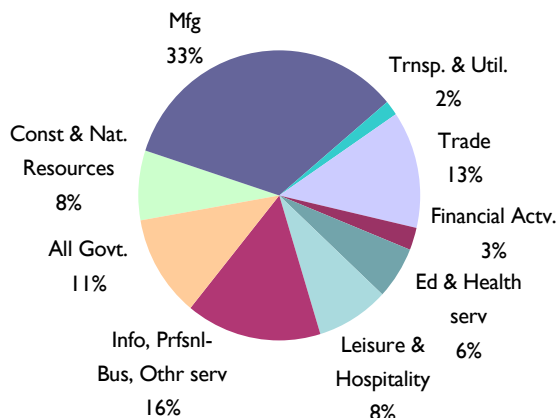
Introducing NAICS (North American Industry Classification System)

Starting in January 2003, employment data has been based on NAICS rather than SIC. Most labor market users are quite familiar with the SIC (Standard Industrial Classification) system. The SIC system was developed in the 1930's as a measure of the nation's economy. The system has been revised nearly every ten years since that time, but it is still closely tied to manufacturing industries, as manufacturing represented nearly 50 percent of the economy then. The old SIC system not only emphasized manufacturing, but was also based on ownership rather than

output. If a manufacturer owned a store, it might be included with manufacturing employment rather than retail trade.

Since the inception of the SIC system, the nation's economic base has changed from manufacturing to service based. Currently less than 12 percent of the nation's nonfarm wage and salary employees are working for a business involved in the manufacturing process. This is quite different in Calumet County where 33 percent of the county's workers are in the manufacturing sector, nearly three times greater than the national average and almost double the state average.

Calumet County Industry Distribution: 2002



With the change in the classification system, there is not a direct crossover to make a simple comparison with previous year's data. The table below shows an approximation of the difference in the classification systems. The new system places a stronger emphasis on the service sectors which have been growing faster than the goods producing sectors during the last 30 years. This should provide planners and counselors better and more timely information on changes that have occurred in the community and to project future change.

(Continued on page 7)

2002 Industry Employment in Calumet County: A comparison of two classification systems

NAICS Super-sectors	Employment	Distribution	SIC Industry Divisions	Distribution
Construction, natural resources & mining	998	8%	Construction & Mining	5%
Manufacturing	4,437	34%	Manufacturing	38%
Transportation, warehousing & utilities	218	2%	Transportation, utilities & communication	2%
Trade (wholesale & retail)	1,697	13%	Wholesale trade	6%
			Retail trade	16%
Financial activities	327	3%	Finance, insurance & real estate	3%
Information, professional & business services, other services	2,043	16%	Services & misc (incl. agr, forestry, fishing)	13%
Education and health services	777	6%	Government	#N/A
Leisure & hospitality	1,068	8%		
Government	1,493	11%		

Source: WI DWD, Bureau of Workforce Information, Current Employment Statistics Program, March 2003

Calumet County Workforce Profile

Of significance are the creation of new sectors to provide information on the information industry and the leisure and hospitality industry. These and other service sector jobs have shown more growth in recent years. Many of the positions in the service industries are professional jobs, and will require a higher percentage of college educated workers. In the meantime, manufacturing remains a primary

source of employment in the county.

It is not surprising with the prominence of workers in manufacturing, that four of the ten largest industry groups are manufacturing. Six of the ten largest public and private businesses are manufacturers. Note the large share of jobs in the county by both the top industries and top employers.

Top 10 Industry Groups in Calumet County

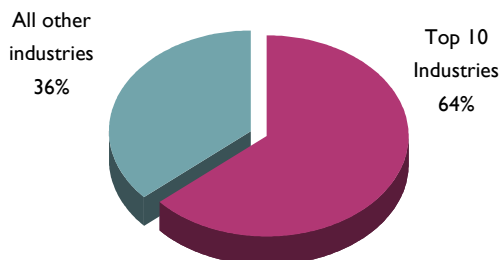
Industry Group	March 2003		Numeric change 2002 - 2003
	Employers	Employees	
Machinery Manufacturing	7	1,973	35
Administrative and Support Services	*	*	*
Food Services and Drinking Places	45	906	61
Primary Metal Manufacturing	*	*	*
Food Manufacturing	8	715	34
Fabricated Metal Product Manufacturing	14	670	39
Educational Services	5	581	22
Executive, Legislative, & Gen Government	17	566	-76
Merchant Wholesalers, Durable Goods	20	467	-25
Specialty Trade Contractors	67	333	-15

*data suppressed to maintain confidentiality

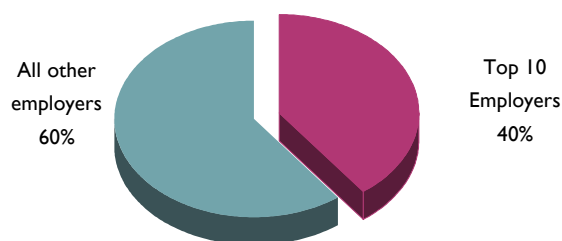
Top 10 Employers in Calumet County

Company	Product or Service	Size
Payroll Alternative, Inc.	Temporary help services	1000 +
Tecumseh Power Co.	Other engine equip. manufacturing	1000 +
Ariens Co.	Lawn & garden equip. manuf.	500-999
Brillion Iron Works, Inc.	Iron foundries	500-999
County of Calumet	Executive & legislative offices, combined	250-499
Kaytee Products, Inc.	Other animal food manufacturing	250-499
Western Industries, Inc.	Metal stamping	250-499
Amerequip Corp.	Farm machinery and equip. manufacturing	100-249
Buechel Stone Corp.	Dimension stone mining and quarrying	100-249
Calumet Medical Center, Inc.	General medical & surgical hospitals	100-249

Share of jobs with top 10 industries



Share of jobs with top 10 employers



Source: WI DWD, Bureau of Workforce Information, ES-202 special report, First quarter, 2003

Calumet County Workforce Profile

The average wage of industries in Calumet County falls below the state average. This is not surprising even though the county is part of the Appleton/Oshkosh/Neenah Metropolitan Statistical Area. A large portion of the county, in a sense, reflects that of a non-metro county. Usually these areas will have a lower average annual wage than the urban counties in the state, or the state as a whole.

The predominance of manufacturing in the county is reflected in the average annual wage paid by this industry. Like the state, it is the highest paying of all of the industry sectors. This does not necessarily indicate that the average hourly wage is the highest, as this is not a measure of hourly wages. It is a measure of total wages paid divided the average number of workers in the industry. Of significance

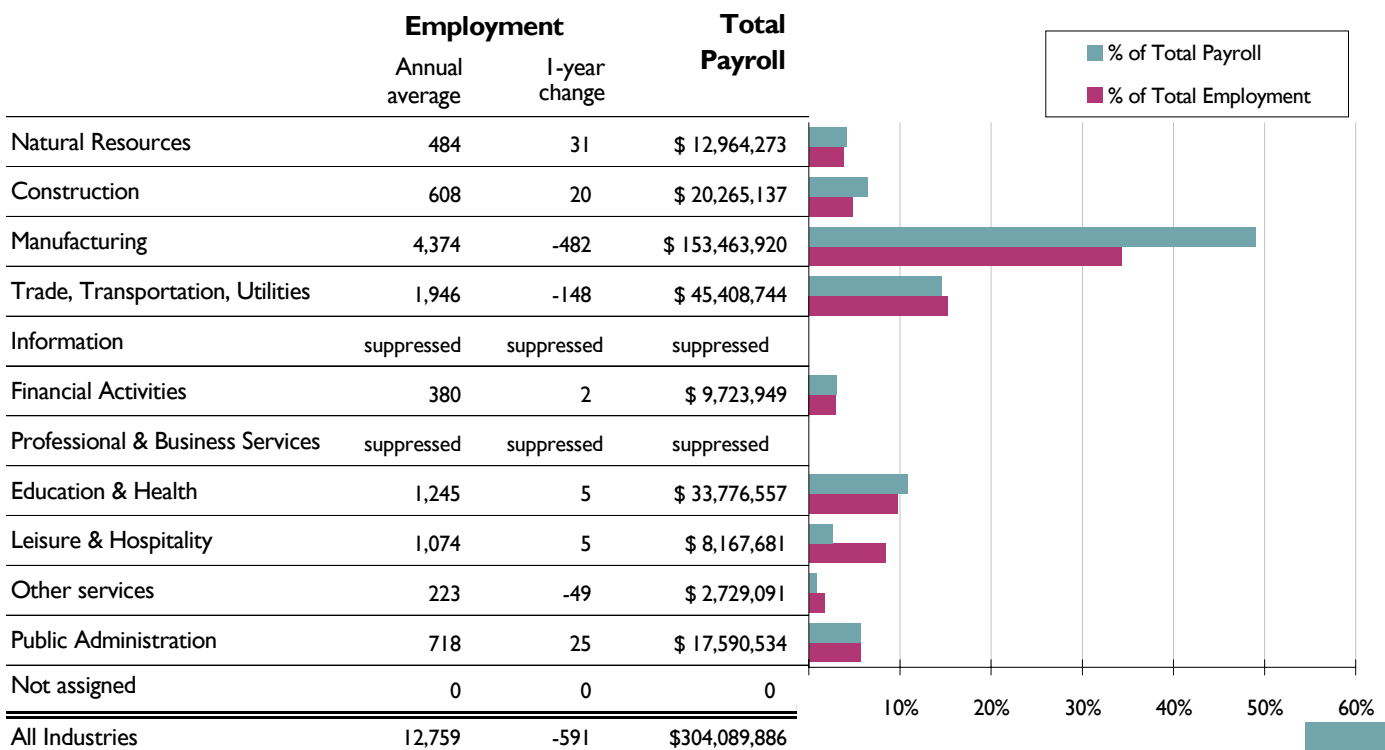
Average Annual Wage by Industry Division in 2002

	Average Annual Wage		Percent of	I-year
	Wisconsin	Calumet County	Wisconsin	% change
All Industries	\$ 32,422	\$ 24,548	76%	-7.5%
Natural resources	\$ 25,481	\$ 26,786	105%	-1.4%
Construction	\$ 39,649	\$ 33,331	84%	2.6%
Manufacturing	\$ 40,584	\$ 35,085	86%	4.3%
Trade, Transportation, Utilities	\$ 28,422	\$ 23,334	82%	5.1%
Information	\$ 38,871	suppressed	suppressed	suppressed
Financial activities	\$ 40,337	\$ 25,589	63%	4.4%
Professional & Business Services	\$ 36,324	suppressed	suppressed	suppressed
Education & Health	\$ 33,768	\$ 27,130	80%	3.5%
Leisure & Hospitality	\$ 11,837	\$ 7,605	64%	-2.8%
Other services	\$ 19,500	\$ 12,238	63%	21.5%
Public Administration	\$ 33,769	\$ 24,499	73%	1.8%

Source: WI DWD, Bureau of Workforce Information, Covered Employment & Wages, August 2003

though is not just the average annual pay, but also the percent of total wages paid by each industry in the county and then by the number of workers in the industry. Nearly 49 percent of total wages come from manufacturing. Changes in this sector will affect the economy of many other sectors.

2002 Employment and Wage Distribution by Industry in Calumet County



Source: WI DWD, Bureau of Workforce Information, Covered Employment and Wages, August 2003

Per Capita Personal Income

Per capita personal income (PCPI) includes income from wages and self-employment, assets (dividends, interest, rent) and transfer payments (social security, insurance, welfare, pensions) divided by mid year total population estimates.

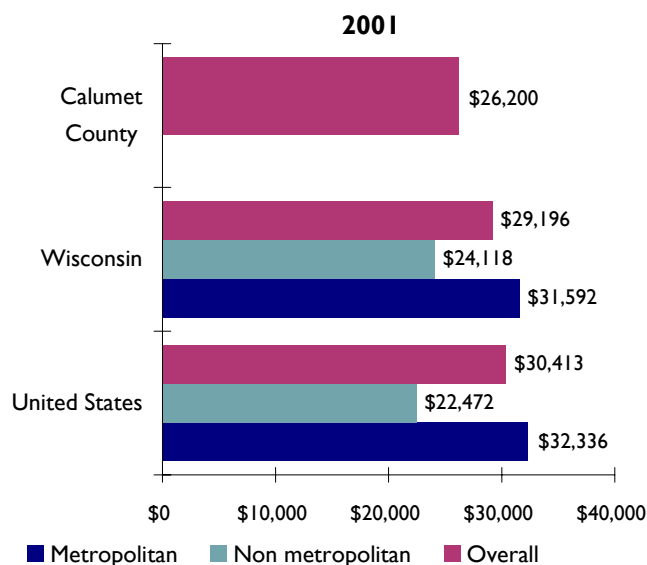
Like the state and nation, the majority of PCPI in Calumet County comes from net earnings, with smaller percentages coming from dividends, interests payments and transfer payments. The percentage from net earnings is higher than the state and

national average. This is offset with a lower percentage coming from the other two sources.

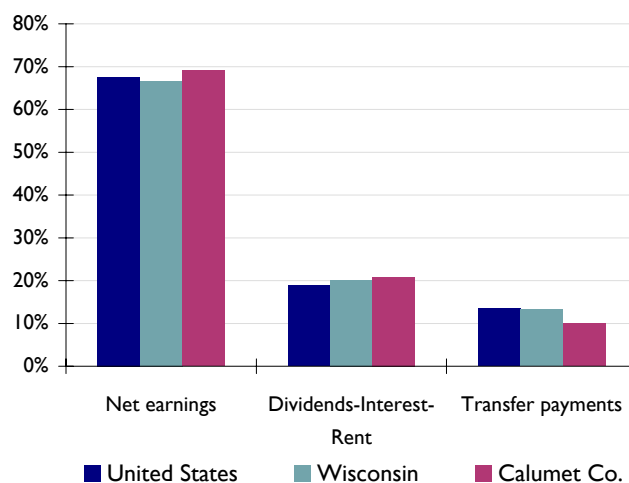
PCPI in the county was \$26,200. The PCPI was lower than the state level of \$29,196 and the national level of \$32,336. The growth rate for the county's PCPI was lower over the last year than the state and nation. Growth in PCPI also lagged the five-year growth rate of Wisconsin.

Per Capita Personal Income

	1996	1997	1998	1999	2000	2001	Percent Change	
							1 year	5 year
United States	\$24,270	\$25,412	\$26,893	\$27,880	\$29,760	\$30,413	2.2%	25.3%
Wisconsin	\$23,301	\$24,481	\$26,004	\$26,926	\$28,389	\$29,196	2.8%	25.3%
Calumet County	\$21,624	\$22,351	\$23,636	\$24,928	\$26,154	\$26,200	0.2%	21.2%



Components of Total Personal Income: 2001



Source: US Dept. of Commerce, Bureau of Economic Analysis, State & Local Personal Income, May 2003, CAI-3, CA05

WWW addresses of source data

Wisconsin population estimates and projections:

<http://www.doa.state.wi.us/dir/index.asp>

Education levels of population, labor force participation rates, commuting patterns:

<http://www.census.gov/main/www/cen2000.html>

Labor force estimates (employed and unemployed), industry employment, average annual wages:

<http://www.dwd.state.wi.us/lmi/>

Occupations in-demand:

http://www.dwd.state.wi.us/lmi/wda_map.htm

Per Capita Personal Income:

<http://www.bea.gov/bea/regional/reis>

Profile author:

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